

PEB Board approves changes to premiums, benefits for 2015

At its July 31 meeting, the Public Employees Benefits Board (PEB Board) approved changes to medical and dental premiums and benefits for the PEBB medical plans effective **January 1, 2015** (unless stated otherwise). Other plan changes for 2015 not voted upon by the PEB Board are also included in this notice.

The PEBB Program will provide more details in the *For Your Benefit* newsletters, mailed to PEBB members' homes in mid-October, and on its website (www.hca.wa.gov/pebb) in October.

Changes to medical plan benefits in 2015



Group Health will:

- Cover non-surgical services and prescriptions for the treatment of gender dysphoria (transgender treatment) effective January 1, 2015. **(Group Health Medicare Advantage)** (Group Health's Classic, CDHP, Original Medicare, and Value plans already cover non-surgical services and prescriptions for the treatment of gender dysphoria.)
- Cover surgical services for the treatment of gender dysphoria (transgender treatment) effective July 1, 2015. **(Group Health Classic, CDHP, Medicare Advantage, Original Medicare, and Value)**
- Cover residential mental health treatment programs. **(Group Health Classic, CDHP, and Value)**
- Eliminate member cost-sharing for diabetic retinal screening. **(Group Health Classic, CDHP, and Value)**
- Cover cardiac rehabilitation. **(Group Health Classic, CDHP, and Value)**



Kaiser Permanente will:

- Cover surgical services for the treatment of gender dysphoria (transgender treatment) effective July 1, 2015. **(Kaiser Permanente Classic, CDHP, and Senior Advantage)** (Kaiser Permanente's Classic, CDHP, and Senior Advantage plans already cover non-surgical services and prescriptions for the treatment of gender dysphoria.)
- Apply members' copays for prescription drugs toward the annual out-of-pocket maximum, based on requirements of the Affordable Care Act. **(Kaiser Permanente Classic)**
- Apply member copays for spinal manipulations toward the annual out-of-pocket maximum. **(Kaiser Permanente Classic)**
- Eliminate the deductible carryover (applying members' out-of-pocket costs from the last quarter of the calendar year toward the medical deductible of the next calendar year). **(Kaiser Permanente Classic)**
- Apply member cost-sharing for post-surgical immunosuppressive prescription drugs. **(Kaiser Permanente Classic and CDHP)**
- Change the surrogacy coverage exclusion so that Kaiser will seek reimbursement from a member if she has received surrogacy-related coverage *and* payment for surrogacy services from a third party. **(Kaiser Permanente Classic and CDHP)**



Uniform Medical Plan (UMP) will:

- Cover non-surgical services and prescriptions for the treatment of gender dysphoria effective January 1, 2015; and cover surgical services effective July 1, 2015. **(UMP Classic [including Medicare] and CDHP)**
- Create a separate \$2,000-per-person annual out-of-pocket maximum for members' pharmacy costs, based on requirements of the Affordable Care Act. This is in addition to the current \$2,000-per-person annual out-of-pocket maximum for members' medical costs. **(UMP Classic only—including Medicare)**
- Cover some non-preferred Tier 3 drugs (50% coinsurance) without generic equivalents at the Tier 2 cost-share (30% coinsurance, up to \$75 per 30-day supply) when medical criteria are met and the plan approves it. **(UMP Classic only—including Medicare)**
- Cover (or expand coverage) for certain services and treatments that were previously excluded or had coverage limits. **(UMP Classic [both non-Medicare and Medicare] and CDHP)** This includes:
 - Circumcision.
 - Genetic testing.
 - Home health services.
 - Massage therapy visits of more than one hour (when medical criteria are met).
 - Orthotics to prevent complications associated with diabetes.
 - Temporomandibular joint (TMJ) treatment.

Changes to dental plan benefits in 2015

There are no changes to the PEBB dental plans' benefits next year. However, premiums for both Uniform Dental Plan and Willamette Dental Plan will change. (See "Monthly dental premiums for retirees and self-pay members.")

Changes to life insurance benefits in 2015

There are no changes to the PEBB life insurance benefits next year. However, premiums for employee supplemental life insurance will change. (See "Employee premiums for employee supplemental life insurance.")

Changes to long-term disability (LTD) insurance benefits in 2015

The PEBB Program's LTD insurance carrier, Standard Insurance Company, will eliminate the gap between the end of LTD insurance benefits and the beginning of a member's Social Security entitlement date, aligning with the member's Social Security Normal Retirement Age. (Currently, LTD insurance benefits end at age 65.) (See "Monthly premiums for employee optional LTD insurance.")

2015 monthly premiums

State agency and higher-education employees

These premiums **do not** apply to employees of school districts, educational service districts, and political subdivisions (such as cities, counties, ports, water and hospital districts, etc.). Employees in these PEBB-participating groups should contact their personnel, payroll, or benefits office for information about 2015 premiums.

Plan Name	EMPLOYEE PREMIUMS							
	Employee		Employee & Spouse*		Employee & Child(ren)		Full Family	
	2014	2015	2014	2015	2014	2015	2014	2015
Group Health Classic	\$117	\$107	\$244	\$224	\$205	\$187	\$332	\$304
Group Health Value	65	75	140	160	114	131	189	216
Group Health Consumer-Directed Health Plan (CDHP)	21	26	52	62	37	46	68	82
Kaiser Permanente Classic	116	125	242	260	203	219	329	354
Kaiser Permanente Consumer-Directed Health Plan (CDHP)	23	35	56	80	40	61	73	106
Uniform Medical Plan (UMP) Classic	79	84	168	178	138	147	227	241
UMP Consumer-Directed Health Plan (CDHP)	25	31	60	72	44	54	79	95

**or state-registered domestic partner*

Monthly medical premiums for non-Medicare retirees *(estimated)*

The PEBB Program will include the final 2015 premiums in the October *For Your Benefit* newsletter (scheduled to mail in mid-October). Retirees also will receive a personalized letter in late October to explain plan options and premiums for 2015.

Plan Name	NON-MEDICARE RETIREE PREMIUMS <i>(ESTIMATED)</i>							
	Retiree		Retiree & Spouse*		Retiree & Child(ren)		Full Family	
	2014	2015	2014	2015	2014	2015	2014	2015
Group Health Classic	\$589	\$601	\$1,172	\$1,195	\$1,026	\$1,047	\$1,609	\$1,641
Group Health Value	537	569	1,068	1,133	935	992	1,466	1,555
Group Health Consumer-Directed Health Plan (CDHP)	501	530	992	1,045	884	931	1,317	1,387
Kaiser Permanente Classic	588	620	1,171	1,233	1,025	1,080	1,607	1,693
Kaiser Permanente Consumer-Directed Health Plan (CDHP)	504	540	998	1,065	889	948	1,325	1,414
Uniform Medical Plan (UMP) Classic	551	579	1,096	1,151	960	1,008	1,504	1,580

Plan Name	NON-MEDICARE RETIREE PREMIUMS <i>(ESTIMATED)</i>							
	Retiree		Retiree & Spouse*		Retiree & Child(ren)		Full Family	
	2014	2015	2014	2015	2014	2015	2014	2015
UMP Consumer-Directed Health Plan (CDHP)	505	536	1,000	1,056	891	941	1,328	1,403

**or state-registered domestic partner*

Monthly medical premiums for Medicare retirees enrolled in Part A and Part B *(estimated)*

There are no changes to the state contribution for Medicare retirees' 2015 monthly premiums (up to \$150.00 per month or 50 percent of plan premium, whichever is less). This state contribution has been the same since 2012.

The PEBB Program will include the final 2015 premiums in the October *For Your Benefit* newsletter (scheduled to mail in mid-October). Retirees also will receive a personalized letter in late October to explain 2015 plan options and premiums.

Plan Name	MEDICARE RETIREE PREMIUMS <i>(ESTIMATED)</i> (SUBSCRIBER ONLY) includes up to \$150.00 state contribution*	
	2014	2015
Group Health Medicare Plan (Medicare Advantage or Original Medicare)	\$144.79	\$148.14
Kaiser Permanente Senior Advantage	152.99	153.02
Medicare Supplement Plan F (disabled)	196.74	219.24
Medicare Supplement Plan F (retired)	106.37	113.01
Uniform Medical Plan (UMP) Classic	223.87	234.69

**State contribution limited to \$150.00 or 50 percent of plan premium, whichever is less.*

Monthly dental premiums for retirees and self-pay members

Premiums paid by retirees and self-pay members (such as COBRA and Leave Without Pay) will increase slightly for Uniform Dental Plan and Willamette Dental Plan in 2015. Premiums for DeltaCare will not change next year. (Employees' dental premiums will continue to be paid by employers.)

Plan Name	DENTAL PREMIUMS FOR RETIREEES AND SELF-PAY MEMBERS							
	Subscriber		Subscriber & Spouse*		Subscriber & Child(ren)		Full Family	
	2014	2015	2014	2015	2014	2015	2014	2015
DeltaCare	\$39.53	\$39.53	\$79.06	\$79.06	\$79.06	\$79.06	\$118.59	\$118.59
Uniform Dental Plan (UDP)	44.72	45.22	89.44	90.44	89.44	90.44	134.16	135.66
Willamette Dental Plan	43.23	42.37	86.46	84.74	86.46	84.74	129.69	127.11

**or state-registered domestic partner*

Monthly premiums for employee supplemental life insurance

Employees enrolled in PEBB's supplemental life insurance will see an increase in their premiums next year, because the excess reserves that have kept these premiums low since 2011 have been spent. The complete premium amounts will be available in October on PEBB's website at www.hca.wa.gov/pebb.

For example:	Employee pays in 2014	Employee will pay in 2015
<ul style="list-style-type: none"> 45 to 49-year-old employee Non-tobacco user \$250,000 in supplemental life insurance 	<p>\$19.50 per month</p> <p>(\$0.078 per \$1,000 in coverage)</p>	<p>\$23.75 per month</p> <p>(\$0.095 per \$1,000 in coverage)</p>

Monthly premiums for employee optional LTD insurance

Employees enrolled in PEBB's optional long-term disability insurance will also see an increase in their premiums next year, because of the plan change to eliminate the gap between the end of LTD insurance benefits and the beginning of a member's Social Security entitlement date.

Example 1:	Employee pays in 2014	Employee will pay in 2015
<ul style="list-style-type: none"> Higher-education employee (TIAA-CREF) Earns \$1,000 per month 90-day benefit waiting period chosen; rate is 0.52% in 2014, and 0.55% in 2015 	<p>\$ 1,000 per month</p> <p>$\times 0.0052$ (0.52 = 0.0052 when multiplying)</p> <p>\$ 5.20</p>	<p>\$ 1,000 per month</p> <p>$\times 0.0055$ (0.55 = 0.0055 when multiplying)</p> <p>\$ 5.50</p>

Example 2:	Employee pays in 2014	Employee will pay in 2015
<ul style="list-style-type: none"> State agency employee (TRS, PERS, etc.) Earns \$1,000 per month 90-day benefit waiting period chosen; rate is 0.43% in 2014, and 0.45% in 2015 	<p>\$ 1,000 per month</p> <p>$\times 0.0043$ (0.43 = 0.0043 when multiplying)</p> <p>\$ 4.30</p>	<p>\$ 1,000 per month</p> <p>$\times 0.0045$ (0.45 = 0.0045 when multiplying)</p> <p>\$ 4.50</p>

Changes to the 2015 SmartHealth wellness program

The SmartHealth requirements in 2015 to qualify for a wellness incentive for 2016 are:

- Complete the SmartHealth well-being assessment.
- Earn the required number of points based on SmartHealth wellness program rules.